

EXHIBIT 1

DATE 1-20-2011

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Montana State Prison  
Goals and Objectives

**GOAL #1**

Maintain the safety of the Montana public and the security of our citizens, communities and out homes.

**OBJECTIVES:**

1.1 Appropriately classify inmates based on their threat to security and programming needs. Classification reports will be reviewed monthly and will maintain an accuracy rating of 90% or higher. (53-1-201 & 55-1-2031 MCA)

1.2. Provide a means of maintaining an inmate disciplinary system that enables staff to enforce prison policy, rules and regulations. Major disciplinary rule violations will be reviewed each month to ensure fair and impartial hearings are held. All appeals will be reviewed and responded to by the Deputy Warden. 100% compliance is expected regarding fair and impartial hearings. If a hearing is deemed to be flawed or unacceptable it will be recommended back to the hearing officer for a new hearing. (53-1-201 & 53-1-203 MCA)

1.3 Manage and maintain an inmate health care system that ensures constitutionally mandated mental health and medical health care programming. This will be measured by the achievement of NCCHC National Commission of Correctional Health Care Accreditation by January of 2011. (53-30-101 MCA)

1.4 Attain compliance with ACLU/DOJ settlement agreement with the agreement in the Langford vs. Racicot case, specifically to comply with the Americans with Disabilities Act (ADA). This will be accomplished when the Federal Court signs off on our compliance and closes out the entire case.

1.5 The Warden and/or his designee will meet with the Powell County Attorney and/or his staff to review and discuss the status of cases presented by MSP for prosecution. (53-1-203 MCA)

1.6 MSP will strive to reduce its overtime budget by 5% with the addition of 12 correctional officers to the relief factor. (53-1-203 MCA)

**GOAL #2**

To earn public trust through openness and responsiveness.

**OBJECTIVES:**

2.1 Conduct monthly labor/management meetings to ensure we maintain a safe work environment of all staff as well as a safe environment for the inmate population. (53-1-203 MCA)

2.2 The Warden and/or his designee will conduct tours of Montana State Prison for members of the Legislature assembly, the University system and Allied state agencies to improve communications and monitor a better understanding of the corrections system. (53-1-203 MCA)

2.3 MSP will conduct annual performance reviews of its staff to ensure accountability of daily duties required to achieve the Mission. (53-1-203 MCA)

2.4 The Montana State Prison Public Information Officer will conduct a media day once a year to allow news stations to update their photo files and provide training to their new staff.

2.5 On request the Warden and/or the Public Information Officer or their designee will be a guest speaker for state, county, or local community groups along with interested clubs and/or service organizations that are looking for information about operations at Montana State Prison. (46-24-203, 46-24-212, 46-24-213 & 53-1-1203 MCA)

2.6 Montana State Prison will conduct quarterly reviews of all contracts in conjunction with the Department Contract Monitoring Bureau. (53-1-203 MCA)

### **GOAL #3**

To provide accurate, timely information and support that contributes to the restoration of victims of crime.

#### **OBJECTIVES:**

3.1 Will advocate to all victims of crime the use of VINE System. This will ensure crime victims can track offenders movement through the Correctional system. We will monitor contacts on the system each month to determine utilization rates. (53-1-203, 46-24-203, 46-24-212 & 46-24-213 MCA)

3.2 Linda will do quarterly updates on victims' issues and general staff meetings. (53-1-203, 46-24-203, 46-24-212 & 46-24-213 MCA)

3.3 We will ensure victims are consulted prior to approving inmates for funeral leave or community work program.

3.4 Screen all written communication with the media and the public to ensure we are sensitive to crime victim issues. (53-1-203, 46-24-203, 46-24-212 & 46-24-213 MCA)

### **GOAL #4**

To reduce the risk of offenders committing more crimes by enhancing treatment program in secure care facilities and increasing dependence on community corrections services, all of which are designated to help offenders succeed as productive law-abiding citizens and remain out of prison.

## **OBJECTIVES:**

- 4.1 Target a 80% treatment plan completion ration for all inmates in the Chemical ITU. (53-1-203 MCA)
- 4.2. Target a 80% treatment plan ration for all inmates in the Sex Offender ITU. (53-1-203)
- 4.3 Conduct quarterly quality assurance reviews of treatment program waiting lists to ensure that the treatment resources are being managed properly and waiting lists are being reduced. (53-1-205 MCA)
- 4.4 Strive to improve by 5% of the number of inmates being placed in the less restrictive environment upon completion of their treatment programs. (53-1-203 MCA)

## **GOAL #5**

To operate correctional program that emphasize offender accountability and rehabilitation, staff professionalism and responsibility, public safety and efficient use of tax payer dollars.

## **OBJECTIVES:**

- 5.1 The Warden's Administrative staff will meet weekly to review and discuss major operational issues to ensure proper accountability and consistency in program operations. (53-1-203, 52-5-101 and 53-1-201 MCA)
- 5.2 The Warden will meet every morning, Monday through Friday, with the Deputy Warden, both Associate Wardens and the Security Major to review the following: incident reports, use of force reports, major disciplinary infractions and other putenenat information to ensure uniformity of enforcement a proper follow up when such is deemed appropriate. An administration log of all major events will be maintained in the Command Post. (53-1-213, 53-1-201, and 52-5-101 MCA)
- 5.3 Continue to promote inmate skill development through job assignments with a target of 70% of the MSP population having a job assignment. (53-1-203 MCA)
- 5.4 Strive to develop and measure effectiveness of inmate treatment programs that emphasize rehabilitation, staff and public safety. This will be measured through the collections and analysis of program effectiveness data on the STEPS and New Directions pilot programs.
- 5.5 Reduce by 2% read missions into the prison systems, inmates that have committed new offenses involving substance abuse and/or sex crimes if they completed CD or Sex Offender Treatment prior to their release. (53-1-203 MCA)
- 5.6 Ensure the provision of a quality health care system for the inmate population through the utilization of a continuous quality improvement (CQI) system in which 90% of all target thresh holds are maintained on a quarterly basis.
- 5.7 Montana State Prison will conduct monthly reviews of the staff transportation utilization rates to access the effectiveness and need for the program. (53-1-203 MCA)

5.8 Montana State Prison will conduct monthly reviews of vacancy savings numbers for operations at MSP and in the Contract Beds Unit. (53-1-203 MCA)

#### **GOAL #6**

To provide and employment program environment based on professionalism, personal responsibility and respect for each individual.

#### **OBJECTIVES:**

6.1 Conduct quarterly reviews of Maintenance Departments preventative programs and strive to attain 90% compliance with the plan. (52-1-203 MCA)

6.2 Attain substantial compliance with the American with Disabilities (ADA) component of the 1991 settlement agreement in the Langford vs. Racicot case with the ACLU and US Justice Department. Compliance should be attained prior to the 2011 Legislative Session.

6.3 Conduct monthly reviews of inmate classification systems and strive to attain 97% compliance with proper classifications for both initial classifications and classification interviews at MSP. (53-1-201 and 53-1-203 MCA)

6.4 Ensure that all new staff receives at least 120 hours of pre service training prior to entering the work force at MSP.

6.5 MSP will conduct quarterly reviews of the Nursing Tuition Program to determine its impact on recruitment and retention of nursing staff.

6.6 MSP will monitor on a quarterly basis the effect of converting the Mental Health Contract into FTE. The focus of this review will be on recruitment and retention of staff as well as quality assurance reviews of programming provided to the inmate population.